- ## CAREER DEVELOPMENT
  A career development program is a self-managed program that allows employees to make informed decisions about their work lives. This program provides tools and resources to help employees assess their knowledge, skills and competencies, personality traits and characteristics, work environment, values, leadership and managerial skills, and communication skills.

  Career development also includes helping employees to set goals, explore career options and create a strategic development plan that formalizes goals, creates action steps for achievement, and sets dates for completing the steps. "Development opportunity" is an organizational attribute that drives employee commitment and retention.

- ## LEADERSHIP DEVELOPMENT
  Organizations succeed to the extent that they have effective leaders – individuals who thrive on meeting challenges, solving problems, taking the initiative, implementing needed change, and influencing others to make the right things happen. And not just at the top of the agency, but throughout - from the visionary agency head to the insightful frontline worker, from the dynamic operations supervisor to the resourceful administrative support person. Leader development is about building leadership skills at all levels of the agency as well as assuring that there are people being developed today who will be prepared to step into leadership roles to meet the challenges of tomorrow.

Development

- ## KNOWLEDGE TRANSFER
  Knowledge transfer requires strategies for capturing, transferring and retaining knowledge that is critical to the organization's ability to achieve its goals and objectives prior to its loss through attrition of valuable employees. NC's Knowledge Transfer Program offers workable solutions to this problem in three easy steps. Step One involves identifying "Key Positions" and "Key Employees" with critical knowledge that is at risk. Step Two identifies the content and type of knowledge required in the position and/or held by the employee, then determines the KT Models or methods to capture and transfer that knowledge. Finally, Step Three is monitoring and evaluating the effectiveness of the KT plans and tools used.

  Models, with associated tools, describe methodologies that may be incorporated into the performance plans for both the organization and the employee. Cultivating a culture of knowledge sharing is a win-win proposition for both employee and employer.